

**Annual EEO Public File Report KAKM(HDTV) and KSKA(FM), Anchorage AK, Alaska Public Telecommunications, Inc. for the period October 1, 2011 to September 30, 2012**

Other activities designed by the station to further the goal of disseminating information on employment opportunities.

Internship Program

KAKM-KSKA have continued the established Internship Program with the help of grants from the Block Foundation and First National Bank Alaska, along with a small grant from the Alaska Broadcasters Association. There are three interns per semester plus an additional intern through the ABA grant for the period October 2011 through September 2012. The internship program is a partnership with the University of Alaska Anchorage Department of Journalism and Public Communications. The grants provide scholarship support for the tuitions of the interns. The internship includes mentoring to ensure the individuals gain wide exposure to the operational aspects of the broadcast business.

Programs to promote outreach generally

KAKM-KSKA partnerships with organizations such as the Alaska Community Foundation and the Alaska World Affairs Council to promote outreach to the philanthropic and non-profit sectors statewide. The purpose of the project is to foster collaboration among non-profits to generate stronger community connections and philanthropy. Staff have been trained to use every opportunity outside of the stations to promote and inform of opportunities at the stations.

Staff Training

KAKM and KSKA Account Executives, Broadcast Engineers, Traffic and Accounting staff have received training both locally through The Alaska Public Broadcasting, Inc., Alaska Broadcasters Association, the Foraker Group or through NAB and the Development Exchange along with individual software training for new and upgraded computer and technical equipment. KAKM-KSKA continues a cross training program with administration and traffic staff so all vacation/sick days are covered without interruption to the day to day service APTI provides members.

APTI's Recruitment Process

APTI conducts open searches and outreach across our community when searching for qualified individuals to fill positions that open in our organization. The process addresses the diverse demographics of our community and listener base and seeks to ensure opportunities are communicated to a wide and diverse spectrum of individuals.

When entering the market for a new employee we use established ties and outreach efforts across community, particularly the non-profit sector. We post job openings with the Foraker Group, a

non-profit group that provides training and business support to non-profits. The Foraker Group is widely known in our state as an influential and connected source of information and outreach for the sector. Foraker also serves as an umbrella for contact with a great variety of organizations serving various communities in our state, and is an effective way of making opportunities known widely, particularly among women and minority candidates who often comprise a disproportionate share of employees and management in the non-profit sector.

APTI has participated in the Veterans and Spouses job fair which focuses on military men and spouses either new to the region or entering the civilian job market.